
Cambridge Road Estate, Kingston

Equalities Impact Assessment

December 2021

Cambridge Road Estate, Kingston

Equalities Impact Assessment

Prepared by Barton Willmore on behalf of Cambridge Road (RBK) LLP

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1 INTRODUCTION

- 1.1 This Equalities Impact Assessment (EqIA) has been prepared to accompany a planning application to the Royal Borough of Kingston upon Thames (RBKuT) for the redevelopment of Cambridge Road Estate (see Appendix 1). This EqIA sets out:
- The background to the site and proposed development;
 - The legislative and planning policy context to the EqIA;
 - Baseline conditions; and
 - The assessment, including a summary.
- 1.2 An EqIA was submitted with the planning application in November 2020. It was then updated in March 2021 to address comments from the GLA. Further detail, particularly on the baseline conditions specific to current residents and a more detailed impact assessment, was added in June 2021 following an independent review by Temple Group on behalf of RBKuT. Information from other EqIAs prepared for the Local Lettings Plan and Rehousing Strategy was incorporated.
- 1.3 The Site is located within the administrative boundary of RBKuT and situated within the Norbiton Ward. Kingston Upon Thames town centre is located approximately 850m to the west of the Site and the River Thames is 1.2km further to the west.
- 1.4 The Site is located to the immediate south of the A2043 Cambridge Road and Hawks Road. Hampden Road marks the far eastern extent of the Site and the back of the rear gardens to the properties on Portman Road represent the western extent of the Site. The southern boundary of the Site is bound by Bonner Hill Road.
- 1.5 The land use in the immediate vicinity of the Site is predominantly residential and of a domestic suburban character and scale. Residential properties are located to the north, beyond the A2043 and Hawks Road and to the west of the Site, including along Portman Road, Somerset Road, Rowlls Road and Piper Road. The residential streets of Vincent Road and Cambridge Grove Road are located to the immediate southeast of the Site. A recently constructed student living complex is located to the north of the Site, on the southern side of the A2043.
- 1.6 To the immediate east of the Site, beyond Hampden Road, is an area of commercial and light industrial use. To the south of the Site, beyond Bonner Hill Road is Kingston Cemetery and Crematorium, with the cemetery designated as a Site of Importance for Nature Conservation

(SINC) and protected Metropolitan Open Land (MOL).

- 1.7 Hogsmill River is located approximately 300m to the south of the Site. Large scale industrial uses are located to the immediate south of Hogsmill River, including Hogsmill Sewage Treatment Works and a household Reuse and Recycling Centre.
- 1.8 Kingstonian Football Club Ground (Home of AFC Wimbledon) is located approximately 200m to the southeast of the Site.
- 1.9 Norbiton train station is located approximately 400m to the north of the Site, Kingston train station is located approximately 800m to the north west of the Site and Berrylands train station is located approximately 900m to the south of the Site. All of the train stations provide services into Wimbledon, Clapham Junction and London Waterloo.

Site Description

- 1.10 The Site area extends to 8.86 hectares (ha). Cambridge Road Estate was built in the 1970s and consists of the following buildings and facilities:
 - 832 residential homes, distributed across four 15 storey high-rise blocks, low-rise blocks ranging from 2 storey houses to 5 storey maisonettes and flat blocks with elevated walkways and bridges to access upper levels;
 - The Bull and Bush Hotel within the west of the Site;
 - The Surrey Sports Centre (disused) within the west of the Site; and
 - Piper Community Hall within the south of the Site.
- 1.11 The Site includes small formal and informal spaces / play spaces and ground level car parking areas.

The Development

- 1.12 The application is for a part outline and part detailed planning permission (hybrid planning application). The formal description of the whole Development, followed by the detailed element is set out below.

"Part detailed / part outline planning permission for a mixed use development, including demolition of existing buildings and erection of up to 2,170 residential units (Use Class C3), 290sqm of flexible office floorspace (Use Class E), 1,395sqm of flexible retail/commercial floorspace (Use Class E/Sui Generis), 1,250sqm community floorspace

(Use Class F2), new publicly accessible open space and associated access, servicing, landscaping and works, including stopping up of all public highway including Wimpole Close, Eureka Road, St. Peters Road, Burritt Road, Stapleford Close, Willingham Way, Chesterton Terrace, Excelsior Close, Washington Road and Franklin Close, footpaths, parking courts and other areas of highway.

Detailed permission for Phase 1 for erection of 452 residential units (Use Class C3), 1,250sqm community floorspace (Use Class F2), 290sqm of flexible office floorspace (Use Class E), 395sqm of flexible retail/commercial floorspace (Use Class E/Sui Generis), new publicly accessible open space and associated access, servicing, parking, landscaping works including tree removal, refuse/recycling and bicycle storage, energy centre and works.

Outline permission for 1718 residential units (Use class C3), 1000 sqm of flexible retail/commercial floorspace (Use Class E/Sui Generis) (with scale, layout, appearance, and landscaping reserved) is sought for the remainder of the development (parameter plans are included). at Cambridge Road Estate, Cambridge Road, Kingston upon Thames, KT1 3JJ”.

- 1.13 The Development will comprise a mix of uses including residential, commercial and community uses across 15 Plots. Plots B, C and E comprise the detailed element of the application (which has an area of 2.21ha) and Plots A, D, F, G, H, J, K, L, M, N, P and Q comprise the outline element of the application (which has an area of 6.65ha).
- 1.14 The outline element of the Development is defined by a set of parameters that place limits on the quantum, extent and type of development that could come forward under future reserved matters applications. The parameters include the following:
- Development Plot Plan;
 - Horizontal limits of Development Zones;
 - Vertical limits of Development Zones; and
 - Development Zone Plan.
- 1.15 The Development includes the delivery of up to 2,170 new homes across the Site. 452 residential units will be provided as part of the detailed element of the Development and up to 1,718 residential units will be provided as part of the outline element of the Development.
- 1.16 The Development includes a range of new and replacement mixed-use facilities, including commercial and community uses. Up to a total of 2,935sqm gross external area (GEA) of mixed-use floor space will be provided as part of the Development, which will include up to 290sqm GEA of flexible office floorspace (Use Class E), up to 1,395sqm GEA of flexible retail/commercial floorspace (Use Class E/Sui Generis) and 1,250sqm GEA of community (D1)

floor space.

- 1.17 The Detailed element of the Development will include 395sqm GEA of flexible retail/commercial floorspace, as well as the flexible office floorspace (290sqm GEA) and the community floorspace (1,250sqm GEA).
- 1.18 The building heights across the Development will vary from 3 storeys up to a maximum of 13 storeys in height. The maximum height of the buildings within the detailed element of the Development will be 52.325m Above Ordnance Datum (AOD)) in height for Plot E and the maximum height of buildings within the outline element of the Development will be up to 64.30m AOD in height for Plot K.

Legislative and Policy Context

The Equality Act 2010ⁱ

- 1.19 The purpose of the Equality Act 2010 is to ensure that '*Ministers of the Crown and others when making strategic decisions about the exercise of their functions to have regard to the desirability of reducing socio-economic inequalities...*'. The act goes on to say at paragraph 1 that '*An authority to which this section applies must, when making decisions of a strategic nature about how to exercise its functions, have due regard to the desirability of exercising them in a way that is designed to reduce the inequalities of outcome which result from socio-economic disadvantage...*'. The Act also defines the following 'protected characteristics': *age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation*. All of this means that a local authority needs to have consciously addressed their mind to the Equality Act duty and considered the impacts of any new plan in light of the potential impact on equalities.
- 1.20 The planning application for the regeneration of an estate, which includes temporarily rehousing people is considered to be strategic in nature such that RBKuT would be required to consider its duties under the Equality Act 2010, when determining the planning application.

The London Plan, March 2016ⁱⁱ

- 1.21 The Introduction to the London Plan at paragraph 05 identifies that:

'The Mayor has also had regard to the principle that there should be equality of opportunity for all people, and to:

- *reducing health inequality and promoting Londoners' health;*
- *climate change and the consequences of climate change;*
- *achieving sustainable development in the United Kingdom;*
- *the desirability of promoting and encouraging use of the Thames, particularly for passenger and freight transportation;*
- *the need to ensure consistency between the strategies prepared by the Mayor;*
- *the need to ensure consistency with national policies and international treaty obligations notified to the Mayor by Government; and*
- *the resources available to implement the Mayor's strategies.'*

1.22 Policy 3.1, Ensuring Equal Life Chances for All, states that:

'The Mayor is committed to ensuring equal life chances for all Londoners. Meeting the needs and expanding opportunities for all Londoners – and where appropriate, addressing the barriers to meeting the needs of particular groups and communities – is key to tackling the huge issue of inequality across London.'

1.23 Policy 4.12, Improving Opportunities for All, states that:

'Delivery of the Mayor's Economic Development Strategy (EDS) will be essential to achievement of the objectives of this Plan, which sets out the spatial development policies that will be needed. The EDS highlights the importance of extending opportunity to all Londoners and outlines actions to:

- *tackle worklessness and get more Londoners into work;*
- *address the root causes of low skills; and*
- *promote equality and tackle deprivation.'*

The London Plan (March 2021)

1.24 The newly adopted London Plan plans for growth on the basis of its potential to improve the health and quality of life all Londoners, to reduce inequalities and to make the City a better place to live, work and visit. A key part of reviewing the London Plan is undertaking a full integrated Impact Assessment, which addresses the Mayor's legal duties to carry out a comprehensive assessment of the Plan. The integrated Impact Assessment incorporates a number of statutory requirements, including an Equalities Impact Assessment.

1.25 Policy GG1 refers to 'building strong and inclusive communities' and part F (a) sets out that those involved in planning and development must *'support and promote the creation of an inclusive London where all Londoners, regardless of their age, disability, gender identity, marital status, religion, sexual orientation, social class, or whether they are pregnant or have children, can share in its prosperity, culture and community, minimising the barriers and challenges and inequalities'*.

- 1.26 Policy GG3 (creating a healthy city) states that to improve Londoner's health and reduce health inequalities, those involved in planning and development must:
- a) Ensure that the wider determinants of health are addressed in an integrated and co –ordinated way, taking a systematic approach to improving the mental and physical health of all Londoners and reducing health inequalities;
 - b) Promote more active and healthy lives for all Londoners and enable them to make healthy choices;
 - c) Use the Healthy Streets Approach to prioritise health in planning decisions.
 - d) assess the potential impacts of development proposals and development plans on the mental and physical health and well being of communities, in order to mitigate any potential negative impacts, maximise potential positive impacts, and help reduce health inequalities, for example through the use of Health Impact Assessment;
 - e) plan for appropriate health and care infrastructure to address the needs of London's changing and growing population;
 - f) seek to improve London's air quality, reduce public exposure to poor air quality and minimise inequalities in levels of exposure to air pollution;
 - g) plan for improved access and quality of green spaces, the provision of new green infrastructure, and spaces for play, recreation and sports;
 - h) ensure that new buildings are well insulated and sufficiently ventilated to avoid the health problems associated with damp, heat and cold; and
 - i) seek to create a healthy food environment, increasing the availability of healthy food and restricting unhealthy options.
- 1.27 Paragraph 2.10.2 sets out that where proposed, large scale development in Areas of Regeneration should seek to reduce spatial inequalities.

[Housing Supplementary Planning Guidance, May 2016ⁱⁱⁱ](#)

- 1.28 Policy 3.5, Part B of the Housing Supplementary Planning Guidance, within the section Neighbourhood Scales, identifies at paragraph 2.2.8 that '*...An Equality Impact Assessment should be undertaken to ensure that the needs of all those with 'protected characteristics' are considered*'.

[Inclusive London, The Mayor's Equality, Diversity and Inclusion Strategy, May 2018^{iv}](#)

- 1.29 Inclusive London is a strategy set out by the Mayor of London which aims to: '*build strong, thriving and connected communities*' that '*overcome the barriers and inequalities*' and which everyone can share '*regardless of their age, social class, disability, race, religion, gender,*

gender identity, sexual orientation, marital status, or whether they are pregnant or on maternity leave. The strategy further highlights that *'Development in London should always create inclusive, barrier-free environments'* and that *'by placing the principles of inclusive design at the heart of the planning process, the Mayor will make sure the needs of all Londoners – but in particular older and disabled people and those with young children – are acknowledged and addressed*.

- 1.30 This EqIA has been prepared to ensure that equality opportunities have been considered in the design development and broader pre-application process.

Kingston Council Equality and Community Cohesion Strategy 2016-20^v

- 1.31 Kingston Council's commitment towards equality inclusion, diversity and community cohesion is embedded in its day to day activities through the Equality and Community Cohesion Strategy and other documents. Under the General Duty of the Public Sector Equality Duty, a public authority must in carrying out its functions have due regard to the need to:

- *eliminated discrimination, harassment, victimisation and any other conduct prohibited by the Act;*
- *advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it; and*
- *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

- 1.32 RBKuT's Equality and Community Cohesion Strategy sets out numerous objectives that the Council wants to achieve over the strategy period. The Council *"wants to achieve a community that respects differences, values the richness of our diverse population which contributes to a strong and cohesive community with a sense of belonging"*. In particular the Strategy States *"We will work to challenge discrimination against age, ethnicity, gender, transgender people, disabled people, individuals who practise a religion and those who do not have any religious beliefs or practice other beliefs, people with specific sexual preference and people across all levels of economic status. We recognise that some individuals suffer from multiple discrimination and we will work together with our partners to alleviate this"*.

Assessment Methodology

Approach

- 1.33 The methodology and approach to the EqIA has been informed by completed EqIAs located on the Kingston Council website^{vi} and professional judgement. Reference has also been made

to EqIAs which Barton Willmore have undertaken in support of planning applications for Estate regeneration projects in other London boroughs. RBKuT was contacted by telephone in September 2020 during which they confirmed that they were happy with the proposed approach of the EqIA.

- 1.34 Other documents submitted in support of the planning application contain further information of use and should be read in conjunction with this report, including the RBKuT Cambridge Road Estate Rehousing Policy EqIA; the Health Impact Assessment (HIA); and Environmental Statement (ES), in particular Chapter 6 Population & Human Health, of which the HIA is an appendix. In addition, this EqIA complements previous EqIAs that have been undertaken at earlier stages during the regeneration programme development concerning the GLA Housing Zone report (March 2017)^{vii}, Decant policies (Sept. 2017)^{viii}, Voluntary Ballot (March 2019)^{ix} and Registered Provider decant policy (Sept. 2019)^x.

Baseline Conditions

- 1.35 Existing baseline demographic conditions for the protected characteristic groups are based on the 2019 Mid – Year Population Estimates and by the Office for National Statistics (ONS) 2011 Census statistics, and on information gathered by RBKuT, unless otherwise stated.
- 1.36 The baseline also draws upon the extensive community consultation undertaken with interested groups and residents and is reported in full in the Statement of Community Involvement (SCI) submitted in support of the planning application.

Assessment

- 1.37 The assessment has sought to identify the potential effects on protected characteristic groups during the construction works and on completion of the Development. A schedule of expected effects has been prepared using professional judgement of estate regeneration, and the assessment has sought to address the effects on residents of the first detailed phase as effects on these residents have the potential to be different to those in subsequent phases of the Development. Where detailed assessment has been undertaken in other planning documents such as the Environmental Statement, this information has been used in support of this EqIA.

Summary

- 1.38 A summary of actions to be taken is provided at the end of this EqIA assessment.

2 BASELINE CONDITIONS

Site Context

- 2.1 The Site is located within the Norbiton Ward in RBKuT. To appropriately capture the baseline data relevant to the protected characteristics identified by the Equalities Act, for the purposes of assessment, the baseline demographics for a Study Area comprising the ward of Norbiton will be compared with those of the wider RBKuT.

Table 1: Gender

	Norbiton	RBKuT
Males	4,028 (51%)	56,618 (48%)
Females	3,932 (49%)	58,221 (52%)
TOTAL POPULATION	7,960	116,221

Source: NOMIS derived ONS, 2011 Ward Labour Market Profile E36007438: Norbiton

Table 2: Age

	Norbiton	RBKuT
Younger Population (0 to 15 years)	1,777 (17.5%)	30,270 (19%)
Working Age Population (16 to 64 years)	7,412 (73%)	109,612 (68%)
Older Population (65+)	1,474 (4.4%)	10,117 (6.3%)

Source: NOMIS derived ONS, 2011 Census Table E05000409: Norbiton

Table 3: Ethnicity

	Norbiton	RBKuT
White (English/Welsh/Scottish/Northern Irish/British/ Irish/Other)	6,972 (69%)	119,219 (74%)
Mixed/Multiple Ethnic Group (White and Black Caribbean/White and Black African/ White and Asian/Other)	450 (5%)	6,269 (4%)
Asian/Asian British (Indian/Pakistani/Chinese/Other)	1,763 (17%)	26,152 (17%)
Black/African/Caribbean/Black British (African/Caribbean/Other)	548 (5%)	4,021 (2.5%)
Other Ethnic Group (Arab/Other)	374 (4%)	4,399 (3%)

Source: NOMIS derived ONS, 2011 Census Table E05000409: Norbiton

Table 4: Country of Birth

	Norbiton	RBKuT
Europe (inc UK)	7,888 (78%)	131,247 (81%)
Africa	556 (5.5%)	6,763 (4%)
Middle East and Asia	1,383 (13%)	19,582 (12%)
The Americas and the Caribbean	218 (2%)	3,012 (2%)
Antarctica and Oceania	62 (0.6%)	1,164 (1%)

Source: NOMIS derived ONS, 2011 Census Table E01002971

Table 5: Economic Activity

	Norbiton	RBKuT
Economically Active	5,589 (71%)	97,300 (72%)
Economically Inactive	2,179 (27.5%)	32,325 (27%)
Unemployed	152 (1.5%)	3,700 (1%)

Source: NOMIS derived ONS, 2011 Ward Labour Market Profile E36007438: Norbiton

Table 6: Occupation

	Norbiton	RBKuT
Managers, directors, senior officials	499 (9.8%)	16,100 (16.7%)
Professional occupations	1,103 (21.6%)	29,000 (30%)
Associate professionals, technical occupations	721 (14.1%)	18,800 (19.5%)
Administrative and secretarial occupations	472 (9.2%)	8,400 (8.7%)
Skills trades occupations	417 (8.2%)	7,100 (7.3%)
Personal Services	457 (8.9%)	~
Sales and customer service	590 (11.5%)	5,100 (5.3%)
Process, plant and machine operatives	255 (5%)	~
Elementary occupations	600 (11.7%)	4,800 (4.9%)

Source: NOMIS derived ONS, 2011 Ward Labour Market Profile E36007438: Norbiton

Table 7: Level of Qualifications Gained

	Norbiton	RBKuT
Level 4 Qualifications and Above	2,767	70,000
Level 3 Qualifications	1,167	88,1000
Level 2 Qualifications	864	102,100
Level 1 Qualifications	806	108,600
Apprenticeships and Other Qualifications	754	6,000
No Qualifications	934	3,500

Source: NOMIS derived ONS, 2011 Census Table, Table LC5106EW

NB: Based on a study for persons aged 16 to 64.

Table 8: General Health

	Norbiton	RBKuT
Very good health	56%	52%
Good health	31%	33%
Fair health	8%	10%
Bad health	3%	3%
Very bad health	0.7%	0.8%

Source: NOMIS derived ONS, 2011 Census Table E01002971

Table 9: Religion

	Norbiton	RBKuT
Christian	4,844 (48%)	84,684 (57%)
Muslim	811 (8%)	9,474 (6%)
Sikh	148 (1%)	1,236 (<1%)
Hindu	415 (15%)	7,502 (5%)
No religion	2,886 (29%)	41,183 (28%)
Buddhist	157 (1.6%)	1,771 (1%)
Other religion	54 (<1%)	802 (<1%)
Jewish	37 (<1%)	775 (<1%)

Source: NOMIS derived ONS, 2011 Census Table KS209EW

Table 10: Income

	Norbiton	RBKuT
Residential Analysis		
Hourly Pay - Gross	Unavailable	£19.89
Weekly Pay - Gross	Unavailable	£737.90
Workplace Analysis		
Hourly Pay - Gross	Unavailable	£16.74
Weekly Pay - Gross	Unavailable	£640.00

Source: Annual Survey of Hours and Earnings, April 2019 (latest data)

Summary of Context Baseline Conditions

- 2.2 The Site is located within an area which exhibits similar levels of general health when compared to the rest of RBKuT. Notably, in the ward of Norbiton, 56% of people consider their health to be 'very good', compared to 52% of RBKuT. Additionally, although Norbiton has lower levels of 'fair health' and 'very bad health' compared to RBKuT, this does affect the quality of life of the existing residents.
- 2.3 The majority of the population in both Norbiton and RBKuT are of working age (16 to 64 years). The most represented category for birth is Europe and for religion is Christian, Muslim and No Religion, which is the case for both Norbiton and RBKuT. Notably, 15% of the residents religion in Norbiton is Hindu, compared to the borough's 5%.
- 2.4 44% of the households live in rented accommodation, notably higher than 34% in the Borough as a whole, with the majority (28%) living in private rented accommodation. Whilst there is a predominance of home ownership in the local area of the Site, levels of ownership are still relatively low when compared to the borough overall.
- 2.5 Crime statistics from the Metropolitan Police^{xi} have revealed that in the RBKuT, there were 25,169 offences between October 2018 and September 2020. The highest amount of offences included 'violence against others' (7,008 offences), 'theft' (6,172 offences) and 'vehicle offences' (2,761 offences). The amount of offences decreased by 10.53% between September 2019 and September 2020, when compared to the previous year. Whilst these statistics apply to the wider Council area, and not just the Site, reducing the opportunities for crime through improvements to the built environment are to be encouraged. Data from the ONS shows that crime was lower nationally during this period when the COVID-19 lockdown was in place from March 2020.¹

¹

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/coronavirusandcrimeinenglandandwales/august2020>

- 2.6 Neighbourhood regeneration brings significant resources to an area and is aimed at creating lasting sustainable improvement to community. To do this, it is important that residents living in the designated area are able to contribute to the decisions about the look and feel of their community, about the services and resources that are available and how they work with the landlords to get the best outcome possible.
- 2.7 It is key to note that the Site is located within two 'neighbourhoods' lower super output areas (LSOA) Code KuT 005B and LSOA Code KuT 005C, which are ranked 4,000th and 21,686th out of 32,844 LSOAs in England respectively, on the 2019 English Indices of Deprivation; where 1 is the most deprived LSOA. The HIA identifies that the majority of the Site is located within KuT 005B, which has multiple domains of deprivation which are in the first and second decile (i.e. the most deprived 20% in the country), including income, employment, education and housing. However, in contrast, KuT 005C is not within the most deprived 10% or 20% of LSOA neighbourhoods in England for any domain of deprivation. KuT 005C is within the least deprived 20% of LSOA neighbourhoods for employment, education and health. Taking this into account and largely due to the majority of the Site falling within KuT 005B, large parts of the Site fall within the most deprived 20% of local areas in England.

Cambridge Road Estate Baseline Conditions

- 2.8 The information in the first section of this chapter has set the context for the wider area within which the Site is located. This section of the chapter now deals with the specific baseline conditions on the Site. The dataset (collated by RBKuT) was obtained for the purposes of the Rehousing Strategy EqIA undertaken in May 2020 and is representative of conditions at the time. As demography is constantly evolving, the current baseline is likely to be slightly different. As discussed later, continued engagement with residents throughout the project will ensure that appropriate consideration is given to the needs of individual households, vulnerable and protected groups and will take into account their characteristics at that time.
- 2.9 There are 832 properties housing a total of 1,642 people on the Cambridge Road Estate, 782 of which are currently occupied by social tenants, private tenants or homeowners. The tenure breakdown^{xii} of households within the scope of this EqIA is set out in Table 11. Non-resident homeowners are not included as they are not within the scope of the Rehousing policy, neither are private tenants of non-resident homeowners.

Table 11: Households within the Site

Tenure	Number of households	Number of known residents
Secure council tenants	456	980
Registered provider tenants (including shared owners)	31	99
Resident leaseholders	41	79
Resident freeholders	33	54
Resident placed by the Council in temporary accommodation	149	430

2.10 Information gathered for residents is set out below in Table 12.

Table 12: Age, Gender, and Language within the Site

	Actual number	% of total recorded (excludes 'not recorded' or 'prefer not to say')
Total adults	1197	73
Total children	445	27
Total households with dependents (under 18 years)	241	34
Total single-parent households	99	14
Total households with a resident over 65 yrs	138	19
Number of languages spoken	46+	N/A
Adult residents with English as a second language	283	37
BAME residents	483	60
Female adults	659	55
Male adults	529	45
Adults with a disability	150	15

Age

2.11 Table 2 above shows the 0-15 age group comprises approximately 17.5% of the population at the ward level and 19% at the borough level (Kingston). Information gathered by RBKuT approximately correlates with this. GLA projected populations for 2020 show 20% of Kingston residents are under 16 years (compared to 19% for England) and that 13% are 65 years and over (compared to 19% for England). The population on the Cambridge Road Estate is different again with higher levels of under 16s (26%) and 65+ (19%) than is estimated borough-wide.

Disability

2.12 Kingston has slightly lower levels of disability than the average for England (ONS Census 2011). 12% of residents state their day-to-day activities are limited by a health problem or disability compared to 18% nationally. RBKuT have self-reported information recorded for 84% of the adult residents on the Cambridge Road Estate and 15% of these report having a disability. RBKuT has insufficient data on disability for children living on the estate but their needs will be addressed in the individual household needs assessments.

Gender

- 2.13 Table 1 above identifies the ward level as having a slightly higher male than female population whereas at the Borough level there are slightly more females than males. On the Site there are more females (55%) than males (45%). There is a further variance in the gender split by tenure with 62% of residents in temporary accommodation being female compared to 55% in secure or RSL properties.

Gender identity and reassignment

- 2.14 There are insufficient local or national data to accurately assess the potential impact of the proposals on gender identity. However, research suggests that transgender people are disproportionately impacted by mental health problems, hate crime and domestic violence. RBKuT does not currently have data to identify which residents on the Cambridge Road Estate may have undergone or are considering undergoing gender reassignment.

Pregnancy and Maternity

- 2.15 RBKuT does not hold live data on pregnancy, however, the high number of young families living on the Estate has already been established. Of the 241 households on the Cambridge Road Estate with dependent children, 89 have one or more child age 5 or under.

Race (including ethnic or national origin, colour, nationality or caste)

- 2.16 Table 3 above identifies the ethnicity of Kingston borough and the Ward the Site is located in. The majority ethnic group at both Ward and borough is White (including minority categories) at 69% and 74% respectively. Within the Site the majority group is still White but with a much smaller share of the population at 49%. Notably the Site has a much high Black/African/Caribbean/Black British population at 12% compared to 5% for the Ward and 2.5% for the Borough. The Asian/Asian British Group is also notably higher on the Site at 25% whereas the Ward and Borough both record 17%. Finally, the 'Other Ethnic Group' Category is also markedly different with 11% recorded on the Site, 4% at the Ward level and 3% at the Borough level.
- 2.17 Although there are still some gaps in RBKuT data regarding ethnic origin, the household verification process has hugely improved records and RBKuT have this recorded for 68% of all adult residents. A summary of the % of residents (of known) in each of the broad categories is set out below.

Table 13: Ethnicity within the Site

Ethnic origin	Actual number	% of residents for whom we have this recorded
White (includes some minority ethnic categories)	401	49
Mixed/multiple ethnic groups	22	3
Asian or Asian British	200	25
Black/African/Caribbean/Black British	97	12
Other ethnic group	89	11

Religion / Belief

- 2.18 RBKuT does not hold data on the religion or beliefs of Cambridge Road Estate residents so this cannot be analysed on a specific basis. Table 9 above sets out information on the recorded Religion/Beliefs of the Ward and Borough.

Sexual Orientation

- 2.19 RBKuT does not hold sufficient data on residents' sexual orientation to analyse any potential direct impacts of the policy concerning this characteristic. National data on sexual orientation taken from ONS reports that the percentage of over 16s identifying as heterosexual decreased from 95.3% in 2014 to 94.6% in 2018. Men are more likely to identify as LGB (lesbian, gay or bisexual) than women at 2.5% and 2.0% respectively. In 2018, young people (aged 16–24) were most likely to identify as LGB (4.4%). More than two-thirds (68.7%) of the LGB population is single, having never entered into a marriage or civil partnership. With the relatively young population on the Cambridge Road Estate, there is likely a higher than average percentage of residents who do not identify as heterosexual.

Marriage and Civil Partnership

- 2.20 The data RBKuT holds on marriage and civil partnership is sparse as many residents do not answer this question or do not inform the Council of changes of circumstances. RBKuT records show that of the additional adult household members where the relationship to the main tenant is recorded, 1.6% was a spouse and 16% a partner. In reality, the numbers are likely to be much higher. According to the 2011 census, 46% of adult residents in Kingston were married. Relationship breakdown is a big factor in causing homelessness so it is likely that there are higher numbers of residents in this category who have been placed in temporary accommodation and their support needs must be taken into consideration.

Covid – 19

2.21 The implications of and restrictions associated with Covid - 19 need to be taken into account by RBKuT when assessing the potential impact of rehousing on Cambridge Road Estate residents. The issues which need to be considered to ensure that no residents are disadvantaged in the rehousing process due to the pandemic comprise:

- Residents' economic situation, particularly where they have been unable to work or been made redundant and may have built up rent arrears
- Safe travel to appointments and property viewings
- Additional childcare considerations if schools are closed
- Contact-free viewings and sign-up appointments to minimise infection risk
- Location of housing needs assessments to minimise infection risk
- Risk assessments for packing and removals
- The potential increased anxiety that a house move may cause under these circumstances and how residents can be well supported
- Resident's ethnic origin — COVID 19 infection rates appear to be higher in certain communities.

Baseline Conditions – Residents in Phase 1

2.22 In the part of the Development which will be redeveloped first there are 109 properties with 307 residents.

Table 14: Residents in Phase 1*

	Total	% of Recorded
Total adults	214	-
Women	124	58
Men	90	42
Total children (under 18)	93	-
Total households with dependants (under 18)	49	49
Total households with dependants under 5	13	12
Households with over age 65+ residents	14	14

*Where information is not recorded for a resident, they are excluded from the totals to calculate %

Table 15: Protected Characteristic Groups Phase 1*

Adult Residents	Total	% of adult residents with this information recorded
Disability	37	17
BAME	73	54
English as a second language	34	31

*Where information is not recorded for a resident, they are excluded from the totals to calculate %

3 ASSESSMENT

3.1 This assessment is based on completed EqIAs available on the Kingston Council website. Reference has also been made to EqIAs which Barton Willmore have undertaken in support of planning applications for Estate regeneration projects located in other Boroughs of London. Where appropriate the EqIAs have been adapted for the purposes of this assessment.

3.2 The process for an EqIA is as follows:

- **Stage 1** Overview – Description of what is to be assessed and its relevance to equality.
- **Stage 2** Monitoring / Collecting Evidence / Baseline Data – Information and data consideration including outcomes of consultation and engagement.
- **Stage 3** Assessing Impact and Analysis – Carry out the assessment; what are the positive or adverse impacts?
- **Stage 4** Actions

What are the proposals being assessed?

3.3 The proposals assessed within this document relate to a planning application for redevelopment of Cambridge Road Estate in Kingston, to provide up to 2,170 residential units, community floorspace, flexible office and retail/commercial floorspace, new publicly accessible open space and associated access, servicing, parking, landscaping works, refuse/recycling and bicycle storage and energy centre.

Directorate or organisation responsible for the proposals

3.4 The Applicant is Cambridge Road (RBK) LLP; a Limited Liability Partnership formed by the Royal Borough of Kingston (“the Council”) and Countryside Properties (UK) Ltd (“Countryside”).

Date of assessment

3.5 November 2020, updated in March 2021 and June 2021.

STAGE 1: OVERVIEW

3.6 The questions are taken from EqIA templates used by RBKuT for policy decisions as agreed at the scoping stage.

1.1) What are the aims / purpose of the proposals?

3.7 The specific aims of the proposals within the scope of this EqIA are set out below:

3.8 The purpose of the hybrid planning application is to regenerate Cambridge Road Estate to provide up to 2,170 new homes across the Site. 452 residential units will be provided as part of the detailed element of the Development and up to 1,718 residential units will be provided as part of the outline element of the Development. The Development includes a range of new and replacement mixed-use facilities, including commercial and community use. Up to a total of 2,935sqm gross external area (GEA) of mixed-use floor space will be provided as part of the Development, which will include up to 290sqm GEA of flexible office floorspace (Use Class E), up to 1,395sqm GEA of flexible retail/commercial floorspace (Use Class E/Sui Generis) and 1,250sqm GEA of community (D1) floor space.

3.9 The intended benefits of the Development include the provision of housing, commercial/retail and office floorspace, employment opportunities amongst others expected from new mixed-use urban developments. In total, up to 867 affordable homes (Social Rent and Shared Ownership) will be delivered as part of the Development. Of these 867 affordable homes, 180 will be delivered as part of the detailed element of the Development and 687 will be provided as part of the outline element of the Development.

3.10 As identified within the HIA, the majority of the Site is located within LSOA 'KuT 0005B', which is ranked 4,000th out of 32,844 LSOAs in England respectively, on the 2019 Index of Multiple Deprivation; where 1 is the most deprived LSOA. This places it in an area exhibiting high levels of deprivation, as well as low levels of public health which is affecting the quality of life of the existing residents. Without intervention, the quality of life of the current residents and the associated current issues will continue to deteriorate.

3.11 The Development therefore aims to enhance the opportunities already existing on the Site and improve the physical environment.

3.12 The vision for the regeneration of the Cambridge Road Estate and associated objectives include:

- Putting the community at the heart of the regeneration;
- Provide a new model of family living;
- Deliver a public realm led, high quality living environment;
- Promote sustainable forms of travel and healthy living; and
- Transform the neighbourhood with high quality architecture and urban design.

1.2) List any key policies or procedures to be reviewed as part of this assessment

3.13 A Planning Statement has been prepared to accompany the planning application which undertakes a thorough review of all national, regional and local planning policies relevant to the Development. Where relevant, assessment within the Environmental Statement (Chapter 6 Population & Human Health, and Chapter 7 Air Quality) and Health Impact Assessment have also addressed planning policies focused on protecting the health and wellbeing of communities. Relevant policy includes:

- NPPF Chapter 8 (paragraph 91) focused on 'Promoting healthy and safe communities';
- The London Plan – specifically policies to reduce deprivation and inequality;
- RBKuT Adopted Local Plan – Policy CS13 Improving Community Health and Wellbeing; and
- RBKuT Cambridge Road Estate Rehousing Policy.

1.3) Are the proposals designed to meet specific needs such as the needs of minority ethnic groups, older people, disabled people etc?

3.14 The planning application is relevant to all equality groups, including residents of all ages, disabled people, gender, religion/belief, race, sexual orientation, caring responsibility and people facing socio economic deprivation.

3.15 As outlined above, the Development will provide up to 867 homes (Socially Rented and Shared Equity), with 180 of these being delivered as part of the detailed element of the Development and up to 687 being provided as part of the outline element of the Development. Therefore, this will provide much needed affordable housing for the area. In addition, the Development will provide up to a total of 868 car parking spaces, with at least 3% of all car spaces being for Blue Badge holders.

3.16 As identified within the HIA, the Site is located within an area exhibiting high levels of deprivation (in the 20% most deprived neighbourhoods in England).

3.17 The Development therefore aims to enhance the opportunities already existing on the Site

and improve the physical environment.

- 3.18 A key objective of the Development, as set out in the Rehousing Strategy submitted in support of the planning application, is to limit disruption to existing occupants as much as possible and where possible to limit occupants to one single move. This would accord with the purpose of the Equality Act 2010 which is to reduce social-economic inequalities. Engagement with residents has been focused on potential relocation opportunities to agree on the most suitable location to meet the needs of individual residents. There are 832 residential properties on the Site at present (782 of which are currently occupied by social tenants, private tenants or homeowners (figures correct as of June 2020)). Data from RBKuT (June 2020)^{xiii} indicates that a total of 1,642 residents in 711 households will require rehousing as a result of the regeneration process. This will take place in 5 phases over a period of 10 – 15 years. Social tenants and resident homeowners will have the right to one of the new homes on the Cambridge Road Estate. Residents who have been placed in temporary accommodation on Cambridge Road Estate will be offered alternative accommodation when vacant possession of their home is required. The rehousing programme is split into the five phases as shown below.

Table 16: Development Phases

Phase	Households with permanent council or housing association tenancies	Households in temporary accommodation	Resident homeowner households (including shared ownership)
1	72	27	10
2	77	27	10
3	178	46	20
4	92	29	14
5	66	20	23
Total	485	149	77

In summary, the Development has been designed to meet to the needs of people with key relevant protected characteristics relevant to the Development, in the following ways:

Disability:

- The Development will provide accessible environments, both in terms of housing and access to public realm. 10% of all homes will meet Building Regulation M4 (3) 'wheelchair use dwellings', with the remaining 90% meeting Building Regulation requirement M4 (2), 'accessible or easily adaptable' for wheelchair use. Housing will remain suitable for occupants over their lifetime;
- To accommodate the needs of Blue Badge holders, the Development proposes to provide at least 3% of all spaces as accessible parking bays;
- New improved public realm and access routes connecting to public transport will mean that the Development will be attractive for walking and cycling and provide better access

- to local amenities; and
- The increased provision of open space in the Development will also improve overall health and well-being, especially mental wellbeing.

Age - Elderly

- The Development will include a mix of housing size, type and tenure. This will ensure that a good mix of unit sizes (including smaller homes) for the elderly people are met;
- The public realm has been designed to encourage healthy and active lives. It has also been designed to be accessible, safe and attractive for the elderly to use; and
- The provision of the community use will be usable and inclusive for the elderly and foster a community spirit;

Age – Young People

- The Development has been designed to discourage crime, improve safety and contribute to a sense of security. Considerations have been made to improve natural surveillance through the design of buildings and by improving the public realm to discourage and deter crime.
- The Development will include a mix of housing size, type and tenure, including family housing and housing for larger families; and
- The Development will include improved access to play and open spaces for the new community and existing community to use.

Ethnicity

- The Development includes the provision of a non residential use, including flexible office space, flexible retail/commercial, which has the potential to provide jobs for existing and new residents within the area;
- The Development will include a high portion of accessible, affordable housing, including affordable family homes. In total, up to 867 affordable homes (Social Rent and Shared Ownership) will be delivered as part of the Development; and
- The Development will include the provision of high quality public realm and spaces that encourage active and healthy lives.

Gender

- The Development (including buildings and public realm) has been designed to discourage

- crime, improve safety and contribute to a sense of security;
- The Development has been designed to encourage an accessible environment for all, by connecting neighbourhoods, improving public realm and promoting walking and cycling.

Sexual Orientation

- The Development (including buildings and public realm) has been designed to discourage crime, improve safety and contribute to a sense of security;
- The Development has been designed to encourage an accessible environment for all, by connecting neighbourhoods, improving public realm and promoting walking and cycling.

1.4) Who are the stakeholders? How are/will they be involved in this assessment?

3.19 Extensive consultation on the Development has taken place both as part of the redevelopment proposals and as part of other EqIAs, all of which has informed this EqIA. Stakeholders include existing residents of the Cambridge Road Estate including the Residents' Steering Group, and neighbouring areas, RBKuT, health care providers, local schools, local businesses and employers. Prior to submission of the planning application, extensive consultation has been undertaken with the community, as outlined within the SCI which has been undertaken as part of the planning application. The key aim for the consultation was to ensure that all existing residents of the Estate were able to participate and input into the proposals. Engagement will continue during the 10-15 year construction process. A summary of the consultation process is provided below.

3.20 The engagement process was split into four stages and during each stage, a range of engagement events were held. The engagement process focussed on acquiring feedback and contribution on the design of new homes, community facilities, and public open spaces in the masterplan. The stages were split as detailed below:

1. The first stage of the engagement process was focussed on introducing the project to residents and establish the masterplan principles for the regeneration of the Estate;
2. After having agreed the masterplan principles with Cambridge Road Estate residents in Stage 1, the details of those principles were consulted on to shape the masterplan;
3. Further feedback on the masterplan design was gained in Stage 3, with a focus on feedback on the design of the new homes and the kitchens and bathrooms modelled in a community showroom;
4. Landlord offer and regeneration ballot – consultation on the landlord offer ahead of circulation to all residents and an independently run regeneration ballot, to determine

- whether residents wanted redevelopment of the Estate to proceed or not; and
5. Stage 4 – following a successful ballot, the focus of the consultation shifted to the detail of Phase 1 of the scheme. Since the resident’s ballot, further consultation has been undertaken prior to submission of the planning application.
- 3.21 A number of initial public exhibitions were held on the 18th and 20th of May 2019, and the 14th and 15th of July 2019. A series of exhibition boards were displayed at the public exhibition allowing attendees to learn about the proposals. Attendees were able to provide comment via a feedback form, all of which were collated and analysed and submitted to the project architects, to assist with the development of the proposals.
- 3.22 On the 9th of September, a permanent exhibition was set up in a vacant property on the Site (Tadlow House) to show the latest designs, including a 3D Model of the proposed masterplan. The regeneration office was located adjacent to the exhibition, providing residents and neighbours the opportunity to visit staff and discuss their concerns and ask questions about the regeneration of the estate.
- 3.23 A further exhibition took place on the 8th and 10th of February 2020, prior to a resident ballot held between the 24th of February and the 18th of March 2020.
- 3.24 The ballot gave residents the opportunity to vote on whether they wanted redevelopment of the Estate to proceed. A turnout of 86% was achieved for the ballot vote, with 73% voting in favour of the redevelopment.
- 3.25 In addition to the public exhibitions, the following engagement tools were used to involve as many people as possible:
- Stakeholder mapping and database – at the outset of the programme, a mapping exercise was undertaken to identify key stakeholders in the local area. From this initial desk research, database of key businesses and organisations was built that would be relevant to the project moving forward.
 - Following the stakeholder mapping exercise, a number of organisations were approached who were within close proximity to Cambridge Road Estate or had pre – existing links to the estate / local community. In total, ten one to one meetings with organisations were held during Stages 1 and 2. The purpose of these meetings was to introduce the upcoming engagement programme, find out more information about the organisation and any pre – existing links they had to Cambridge Road Estate, and find out their issues and aspirations for the area.

- Six public workshops were undertaken with residents and neighbours of Cambridge Road Estate. Four youth workshops were also held with a total of 18 young people in attendance to understand and influence the proposals for the Site. The youth and public workshops included a walkabout element to encourage conversations about certain elements of the existing estate such as play spaces, open spaces, courtyard design and wayfinding whilst being stood in the physical space.
- Residents and neighbours' meetings.
- A dedicated project website (www.cambridgeroadestate.com) was also set up allowing the proposals to be viewed online. A dedicated email address (creregen@kingston.gov.uk) and phoneline (0800 304 76 33) were also set up and in operation for the duration of the project, with emails sent to the stakeholder database prior to the events for each stage.
- Flyers and newsletters were handed out at building entrances and key locations arounds the estate in order to inform as many people living on the estate about the proposals and to help in engage in conversation. Door to door knocking was also undertaken to check in and to understand resident thoughts on the proposals and if they had any questions or required further information.
- Video recordings of short interviews with residents were carried out at different stages of the project, both in the early stages of the project which focussed on residents experiences on living on the estate and aspirations for the regeneration and later stages, to record residents and neighbours feedback on the proposals they had viewed.
- Residents of the Estate were invited on a free tour of one of the Applicant's current regeneration scheme in Acton Gardens. This gave them the opportunity to see what the new homes, community facilities and neighbourhood could be like. The visits were scheduled on weekdays, weekends, mornings and evenings, and accessible vehicles were hired to accommodate any residents who wished to attend.
- Full size examples of bathrooms and kitchens were constructed so that residents could understand what their new homes would be like. This provided an alternative and accessible way of engaging with the proposals for those who may be less able to read or understand plans and reports, potentially including the young, the elderly and those with certain physical disabilities.

3.26 Organisations engaged included those representing young people, sports and community organisations, those with mental health issues and religious groups. They included several schools, Sunflower Street Residents Association, Archway Parish Rooms Fulham Football Federation, MIND Kingston, Bull & Bush Hotel, Kingston Residents Scrutiny Panel, Norbiton Scout Group, Islamic Resource Centre, Kingston and Refugee Action Kingston.

3.27 Feedback from all these sessions was considered and reflected in the design evolution of the

Development, and is included within the SCI. These key changes were made as a result input from residents and wider stakeholders:

- 10% of all homes will be made wheelchair accessible;
- every home will have its own balcony, terrace or garden;
- new open spaces have been located and designed to maximise informal surveillance.

3.28 The scheme has also incorporated Secure by Design (SBD) (2016) principles and SBD reviewed the planning application after submission. Key points are as follows;

- The latest layout of the estate has been developed to light up unused or dark areas, and give clear views to public spaces from homes, to help them make and feel safer;
- Building C (Community Centre) has been moved closer to the main road to give a greater visual presence on the main road (Cambridge Road);
- Building K – blocks have been changed to mansions blocks. Consequently, this allows for a greater number of dual aspect homes and a better relationship with the new park. Heights have also been reduced. Vehicle access amended to create uninterrupted green street linking Cambridge Road with Vincent Road;
- Building L has been split into 2 blocks. Mansion block form to appear the same as plot K3 and K4;
- Building M – Block has been shortened. A new biodiversity area has been created at the north of the block. Houses changed to Plot Q and some houses have been rotated to improve natural surveillance to the road. Block M4 removed. Vehicle access and parking amended to create more green space and prioritise walking;
- Building N reduced to 2 blocks. Mansion block form to appear the same as plot K3 and K4. Improved walking and cycling access from Vincent Road to Cambridge Road and the new green;
- Building Q – vehicle access and street amended to improve outlook onto green space;
- the community centre will be located between blocks C1 and C2 and will have entrances onto Cambridge Road; and
- green living roofs on top of buildings will be implemented and will store rainwater, whilst watering the planted areas.

3.29 Appendix 2 provides the parameter plans of the Development.

3.30 For further information regarding consultation, please refer to the SCI that accompanies this planning application.

- 3.31 In addition to the general consultation undertaken above, a detailed Housing Assessment will be conducted with each individual household on a phased basis. The Local Lettings Plan sets out how tenants will be involved and supported with the process.

STAGE 2: MONITORING / COLLECTING EVIDENCE / DATA

2.1) What information has been gathered for this assessment (indicate the type of information gathered, e.g. statistics and other monitoring information)? Attach a summary or refer to where evidence can be found.

- 3.32 Chapter 2 of this EqIA contains the information used in this assessment including RBKuT's Population and Households Facts and Figures ONS data. Reference is also made to other planning application documents including the Environmental Statement, SCI and Health Impact Assessment that assess how the development would affect the local community. Other information sources of relevance include RBKuT Rehousing Policy EqIA and Local Lettings Plan (which includes an EqIA).

2.2) Is there any additional data that needs to be collected to be able to monitor the impact on different groups?

- 3.33 The EqIA includes a detailed baseline of the make-up of the existing residents on the estate and the surrounding ward and borough. Housing Needs Assessments will be conducted with all residents which will also ensure all relevant information has been gathered. The section 106 Heads of Terms includes provision for Kingston Workmatch Jobs Brokerage (to help people find local jobs and training) and a Skills, Employment and Apprenticeship Plan to be delivered. These would be implemented with consideration given to equalities and look to provide opportunities for all.

2.3) Are there any other data sources that can inform this assessment?

- 3.34 The planning application is accompanied by an extensive suite of documents including those listed below. Information from these documents has been used to inform this EqIA:

- Planning Statement;
- Design and Access Statement;
- Statement of Community Involvement;
- Financial Viability Appraisal;
- Arboricultural Report and Tree Condition Survey;

- Utilities Report;
- Fire Strategy Report;
- Daylight and Sunlight Report;
- Environmental Statement including the chapters: Population and Human Health, Air Quality, Biodiversity, Daylight, Sunlight and Overshadowing and Wind Microclimate, and ES Volume 3: Townscape and Visual Impact Assessment;
- EqIAs prepared to support the Local Lettings Plan and Rehousing Strategy.

STAGE 3: ASSESSING IMPACT AND ANALYSIS

Temporary Impacts (Construction Phase)

Access to Social Infrastructure

Access to Open Space

- 3.35 There is currently 28,346 sqm of publicly accessible open space across the Estate. The primary areas of open space consist of:
- Madingley Green – located at the north of the Site close to the junction between Cambridge Road and Hawks Road;
 - Fordham Gardens – Located on the west of the Site, behind Portman Road;
 - Piper Hall Green – This small green space lies directly to the north of Piper Hall;
 - Hub Play Area – This play area sits on top of a single storey car parking and is primarily a tarmacked space that is used for informal play and sport; and
 - Fitness Area – A green space containing some fitness equipment located to the south of the Childerley tower block.
- 3.36 The development will retain a similar area of open space to the existing once completed but during the 10-15 year construction period access to some open spaces will be restricted, although at no point during the construction process will all open spaces be inaccessible. Within each phase of the Development, new open spaces will be provided which will be accessible by all residents. All residents remaining on the CRE will have access to open spaces. It is anticipated that most of the Phase 1 residents will be rehoused on the CRE but for those that are temporarily rehoused elsewhere within the Borough it is possible that they may have limited access to open space depending on where they are temporarily housed, which would be an adverse effect for families with young children, residents with mobility issues and the elderly.

[Access to Play Space](#)

3.37 Play space requirements are a product of the expected population and dwelling mix. For the proposed mix of homes at the Site, the GLA publishes guidance to calculate the expected number of children within the population of the scheme. The estimated child yield for the development is assumed to be 977.6 children between 0-17 years old. For the child yield of 977.6 the total play space requirement across the masterplan is 9,776sqm. This total child yield is broken down into bands of ages to provide the most suitable facilities for play:

- Under 5 years old - 30%
- Between 5-10 years old - 40%
- Between 11-17 years old - 30%

3.38 Percentages equate to the proportion of play space and are based upon the needs of different groups.

3.39 For several years, significant areas of the existing Estate will remain standing, and much of the landscaping and play spaces will be left in their current configuration. Within each phase of the Development, new open spaces will be provided. Furthermore, a strategy for uses and locations of play and open spaces will be developed in consultation with residents and RBKuT to ensure meaningful changes to the use, safety, character and feeling of the existing Estate while it transitions into its new configuration. All residents remaining on the CRE will have access to appropriate play spaces. It is anticipated that most of the Phase 1 residents will be rehoused on the CRE but for those that are temporarily rehoused elsewhere within the Borough it is possible that they may have limited access to play space depending on where they are temporarily housed, which would be an adverse effect particularly for residents with young families.

[Impact on Community Cohesion](#)

3.40 There is a strong sense of community on the Cambridge Road Estate and RBKuT is committed to rehousing neighbours and community members together where this is their preference. A lot of work has already been undertaken as part of the planning application preparation including the initial works undertaken in the ballot of resident opinions as to whether the redevelopment should go ahead. These preparatory works have taken great care to ensure that residents of all protected characteristic groups were represented in consultation responses and were able to access information regarding the regeneration. These measures

included:

- Providing information and letters in the main languages spoken, including a translate function added to the dedicated regeneration website
- Posters translated into 14 languages displayed around the estate
- Partnership work with community groups including Refugee Action Kingston, Islamic Resource Centre and Somali Community Association and attendance at events
- Women only information sessions at Tadlow Hub with translators
- Translators in the main languages spoken, present at all exhibitions and events
- 1:1 appointments with translators on request.

3.41 There will be an ongoing need for the provision of information in different languages regarding the rehousing process so that residents with English as a second language are not disadvantaged in any way. This will need to be both verbal and written. The high number of resident homeowners living on the Cambridge Road Estate with English as a second language needs to be taken into account when conveying options on the various purchase and equity options. This is a complex subject to explain and understand and the Council needs to ensure that residents are not at a disadvantage if they have English as a second language.

3.42 Where possible, residents on phase 1 who wish to remain on Cambridge Road Estate and require temporary accommodation will be offered a temporary home on the Estate while their new home is being built. Residents should also be able to move to properties near their neighbours where this is preferred and suitable homes are available, in order to maintain established community networks and reduce social isolation. Based on the projected needs, 95% of housing need for Phase 1 decant can be met (i.e. RBKuT have existing stock within the borough to rehouse 95% of the residents needing to move temporarily for Phase 1). For the remaining families, the following options are available:

- Private sector landlords (PSL) lets for the larger households - including any which become available on CRE;
- Use of the larger new-build small sites programme properties as they become available;
- Richmond Housing Partnership (RHP) properties (a local Housing Provider) has confirmed that these can be used for temporary and permanent decants;
- Split households to offer 2 smaller size tenancies where residents agree to this;
- Use Phase 2 buy back properties as they become available; or
- Purchase of suitable accommodation using Right to Buy receipts (as a last resort).

3.43 The Council rehousing policies have set out several measures which seek to address potential issues. Including providing tailored support to residents throughout the moving process and

offering as much choice as possible in terms of move-on accommodation both on and off the estate to accommodate residents' preferences.

- 3.44 The existing community facilities within Piper Hall will be replaced with the much larger Community Centre in Plot C at the junction of Hawks Road and Cambridge Road. As Plot E needs to be built first to bring forward the Energy Centre, possible locations for a temporary local meeting place to replace Piper Hall are being explored with the Community Forum to ensure continuity of provision.
- 3.45 The redevelopment process will inevitably result in some disruption to community cohesion, however with the planned continual discussion and liaison during the construction phase, adverse effects on all protected characteristic groups would be minimised.

[Access Through and to the Site](#)

- 3.46 The construction process will take 10-15 years and will be carried out in 5 main phases. Construction phasing is dependent on a number of factors and has been informed by:
- Creating complete neighbourhoods;
 - Continuity of community uses;
 - Balanced tenure distribution and delivery;
 - Financial viability; and
 - Delivering landscape and buildings spaces together to establish settings.
- 3.47 As set out above the intention is to offer temporary accommodation on the CRE to as many residents as possible of Phase 1, and all other residents of other phases will be able to move directly into their new home. Access during the construction works will be designed to ensure no protected characteristics groups such as those with mobility issues are disadvantaged. A Construction Method Statement and Management Plan is submitted with the planning application as Appendix 5.1 of the ES. Measures include site deliveries being timed to avoid the start and finish times of local schools, therefore minimising disproportionate impact on the young. Wayfinding information will be clear and access will be appropriately lit such that no adverse impacts are anticipated. Environmental mitigation measures such as a dust management plan (DMP) and installing and checking air quality and dust monitors across the site will reduce the risk of impacts on existing residents and the public who suffer with physical disabilities or health issues. Communication with neighbours and residents will be regular and signs will include information on who can be contacted with any concerns.

- 3.48 During the construction works, access will be limited during the phases being constructed however at all times the available road and pedestrian accesses will be well lit and of suitable surface quality and no substantial effects on any protected characteristic groups are anticipated.

[Access to Education Infrastructure](#)

- 3.49 For younger families, key issues are likely to include proximity to schools, family networks and child care facilities. For those children in phases 2-5 there should be no effects on access to education facilities. As set out above it is anticipated that 95% of residents of Phase 1 can be rehoused on the CRE and so those young children should still be able to access their current schools. For those families in Phase 1 that need to be temporarily housed off the CRE there may be difficulties with accessing education and this could be an adverse effect. However, as part of the rehousing policies a named moving support officer for each household who will carry out an early housing needs assessment, discuss preferences and identify the level of support they are likely to need. Individual housing needs assessments will identify the location of support networks, schools and child care facilities to minimise disruption to children. The Council also offer flexible locations for housing support assessments and sign up appointments. Overall, the uplift in dwelling numbers and mix from the final development will generate up to an additional 119 primary pupils and 39 secondary pupils (Environmental Statement, Chapter 6 Population and Human Health Assessment). When compared to the levels of existing primary place surplus and secondary place deficit, it is considered that the Development will have a negligible effect on primary education at the local level and a minor adverse effect on secondary education at the local level.

[Access to Leisure Facilities](#)

- 3.50 As with access to education and health infrastructure, for those families in Phase 1 that need to be temporarily housed off the CRE there may be difficulties with accessing leisure facilities and this could be an adverse effect. However, as part of the rehousing policies a named moving support officer for each household who will carry out an early housing needs assessment, discuss preferences and identify the level of support they are likely to need. Individual housing needs assessments will identify the location of support networks. For those residents rehomed within the CRE access will still be available to leisure facilities and no large adverse effects are anticipated.

[Access to Health Infrastructure](#)

- 3.51 Any changes to the ability to access health care may affect families with young children, those with disabilities and mobility issues, and the elderly. As with the measures proposed for access to education, a named moving support officer for each household will carry out an early housing needs assessment, discuss preferences and identify the level of support they are likely to need. Individual housing needs assessments will identify the location of support networks such as access to health infrastructure. The Council will also be putting into place processes for residents to receive timely medical and Occupational Therapy assessments. Information will be available in large print, easy read /pictorial versions, translated into other languages and screen reader-friendly versions so no protected characteristics groups are unable to access necessary information and support.

Construction Disruption

Impact of Construction Noise

- 3.52 A Construction Management plan has been submitted with the planning application which identifies that at all times, the applicant will comply with all relevant Environmental, Health and Safety Legislation and will take a proactive approach to pollution. Noise, dust or airborne particles will be controlled using current best industry standards and practices, to minimise risk and disturbance. Noise and vibration will be minimised by using modern plant and equipment fitted with suitable silencers, the muffling of all breakers and using crushers, in-lieu of impact breakers wherever possible. Examples of methods to reduce noise pollution include:

- The use of Auger Piles (as opposed to Driven piles) to minimise noise and vibration.
- The use of a crushing machine (rather than cutting or grinding equipment), where possible, to reduce dust and noise levels.

- 3.53 The effects of construction noise may feel disruptive at times however, construction will be controlled through the use of conditions tied to the planning consent and overall effects are not expected to be adverse. Where any effects do occur these could affect elderly and disabled residents who are more likely to be housebound or at home a lot of the time.

Air Quality Impacts of Construction Traffic

- 3.54 All permanent access roads will be constructed prior to the main construction works commencing. This will provide a good surface for construction traffic and reduces the risk of dust and dirt being carried out of the site onto the public highway. The roads within the site

and the adjacent roads will be swept on a regular basis, using a road sweeper. During groundworks and superstructure frame construction, the sweeper will be used on a fulltime basis. Any vehicle movements associated with construction phase of the Development, will generate exhaust emissions, such as NO₂ and PM₁₀, on the local and regional road networks. Although specific numbers of lorry movements during the construction phase are not known, it is not anticipated that the Development will not result in traffic flows of more than 25 lorry movements per day. As such, potential air quality impacts associated with construction phase road vehicle exhaust emissions are predicted to be not significant according to the Environmental Statement.

- 3.55 As with noise, the effects of construction dust may feel disruptive at times however, will be controlled through the use of conditions tied to the planning consent and overall effects are not expected to be significant.

Temporary Changes in Daylight & Sunlight

- 3.56 The likely effects in relation to the daylight, sunlight and overshadowing for the surrounding properties and amenity areas would vary throughout the demolition and construction works, depending on the level of obstruction caused. As construction works progress, the new buildings would steadily increase in magnitude as the superstructure is built and then clad. Those effects that are perceptible, as the superstructure and cladding progress, would be similar to those once the Development is complete and operational, as presented below. It is therefore considered that the completed Development represents the worst-case assessment in terms of likely daylight, sunlight and overshadowing effects. The overall effect in terms of daylight, sunlight and overshadowing would range from being temporary, beneficial effects during demolition, gradually changing to negligible with some major adverse, once the Development is complete.

Feelings of Safety and Security During Construction

- 3.57 Well lit active streets will be maintained in public areas during the construction process. Significant areas of hoardings will be required to ensure that the site areas are safe and secure, and construction activities are separated from the publicly accessible areas of the Development. Such large areas of hoardings present opportunities for information about progress on the development, as well providing a canvas for community murals / artwork. Hoardings can also be used to support wayfinding through the changing site layout during construction.
- 3.58 Traffic speeds will be controlled through signage and speed control measures such as road

narrowing and tables. Front doors and active non-residential uses place 'eyes on the street' passive observation so there are no unseen corners to foster criminal behaviour. Street lighting will ensure a year-round safe environment on principal circulation routes. Overall therefore, there would not be expected to be any effects on any protected characteristic groups.

Access to Employment Opportunities

Access to Employment and Skills development opportunities

- 3.59 Residents that are relocated from the CRE as a result of the redevelopment will be supported by a moving support officer and will have a housing needs assessment where access to employment and skills development opportunities will be taken into account such that no residents should be detrimentally affected.

Opportunities for Employment on Site

- 3.60 The ground floor of Building C3 in the first phase has more than 225sqm of workspace facing onto the gardens in Madingley Gardens, and more space will be delivered in later phases if demand exists, which will result in a positive effect. A Skills, Employment and Apprenticeship Plan forms a commitment in the Section 106 to be agreed as part of the planning consent and will help to improve access to employment opportunities during the construction phase. No effects on protected characteristic groups anticipated.

Housing

Disruption Due to Changes in Housing Arrangements

- 3.61 In order to demolish the existing Estate buildings, clear the site and deliver new homes along with a new network of roads, gardens and open spaces, the Development will be brought forward in phases, staged over a number of years. The decant and phasing strategy has been developed to minimise temporary rehousing, and to allow as many existing residents as possible to move directly from their current home into their new home. The first buildings to be developed will prioritise Social Rental properties, and will allow for the re-housing of all existing secure tenants from the first two phases of demolition, along with 100 Shared Equity homes allowing 'Right-to-Buy' leaseholders within the existing Estate the opportunity to buy back into the scheme.
- 3.62 Residents in Phase 1 face potential increased disruption to their lives and some may require

temporary accommodation before they can move to their new home (disruption as identified above in terms of access to health, education, leisure facilities). For those whose preference is to return to Cambridge Road Estate, the Council is mindful of the additional inconveniences this will cause. The Council has set out its commitments to affected residents, undertaken a number of need assessments and ongoing dialogue with existing tenants and resident homeowners which has informed the unit mix of the development scheme. The rehousing and phasing plan has also sought to ensure that community uses that deliver services to local residents are able to continue to deliver those services from a temporary facility until the new community space is completed.

- 3.63 The phasing plan has been designed to allow community service providers the opportunity for continuity of service during the regeneration works. The existing community space at Piper Hall will be demolished and a new community centre will be constructed as part of the phase 1 works. A temporary facility on or adjacent to the estate will be provided for the period between demolition of Piper Hall and the completion of the new community centre to allow service providers the opportunity to continue to operate with minimum disruption.
- 3.64 In respect of the decants required in Phase 1, voids in later phases of CRE will be used where possible for residents wishing to return to CRE, to minimise disruption. Based on the projected needs, 95% of housing need for Phase 1 decant can be met within the existing projected available lets for the year.
- 3.65 Overall, the disruption has the potential for adverse effects on some protected characteristic groups and all steps as set out in this EqIA and the EqIA for the Rehousing Policy, will be taken to minimise effects.

[Health Impacts – Mental Well-Being and Physical Health](#)

- 3.66 During the construction works, access will be limited to the open spaces and access routes in the phases being constructed, however at all times road and pedestrian access will be available as will open and play space, all of which will be appropriate lit and comprising suitable surfaces so that no effects on any protected characteristic groups are anticipated.

Permanent Impacts (Operational Phase)

Access to Social Infrastructure

[Access to Open Space](#)

- 3.67 Up to a total of 27,476sqm of softscape would be provided within the Development, including 5,074sqm provided as part of the detailed element and up to 22,402sqm which would be provided as part of the outline element of the Development. The softscape would comprise amenity lawns, native buffer planting, ground cover and ornamental planting, tall perennials, grassland and/or ornamental planting, community growing space, courtyard ground cover and ornamental planting. In addition to the above, the Development will include up to 15,326 sqm of green and biodiverse roofs, on buildings within each building plot. In terms of play space provision, a minimum of 9,744sqm of play space will be provided across the Development. Further information illustrating the Development is provided in Appendix 2.
- 3.68 The Development therefore will result in a marked improvement in quality of the proposed built environment and a dramatic improvement on the existing Estate. The existing spaces of Madingley and Fordham have been integrated into the new masterplan along with a new square at Cambridge Grove. The aim of the landscape strategy has been to create a significant green uplift for the area, promoting Healthy Streets and a natural environment within a dense urban context. Through the creation of tree-lined planted streets, gardens and planted swales, every part of the new neighbourhoods will be significantly greener than the existing Estate. Whilst accommodating more than double the existing homes, the proposals maintain a similar area of publicly accessible open space at a third, and of built form, with a quarter of the Site. Reconfiguring the building typologies and internalising the majority of parking allows a reduction of road areas by a third and the creation of new shared semi-private space at podium level. It is not anticipated that any protected characteristic groups would be adversely affected.

[Access to Play Space](#)

- 3.69 The amounts of play space to be provided within the development are set out above, and on completion of the proposals a suite of play spaces for all age groups will be provided across the development either at podium or ground level which will be accessible by all.

[Impact on Community Cohesion](#)

- 3.70 The Development includes the provision of new community space which will benefit community cohesion. The provision of new community space will benefit all residents, including those with protected characteristics. The Design & Access Statement submitted in support of the planning application sets out the landscape proposals for the site, which have been designed to be inclusive.

[Access Through and to the Site](#)

- 3.71 The main north:south Avenue is the primary distribution road, with community and commercial uses clustered to the north of this route and facing onto Cambridge Road to avoid unnecessary journeys and to maximise footfall for retail property. A key principle of the masterplan has been the establishment of clear wayfinding, with direct pedestrian and cycling routes running parallel to vehicle movements to activate the public realm. Movement through the site is based on a hierarchy of well-lit primary routes leading to secondary streets and front doors. The whole site is designed to be accessible on foot or in a wheelchair or mobility scooter. The site levels strategy creates a highly accessible site for ambulant and mobility impaired pedestrians. Tactile paving will be provided to aid movement for the visually impaired. The site will be well linked to the rest of the borough as linking the estate through reinstating traditional streets is one of the aims of the regeneration project. This will be of benefit to all protected groups.

[Access to Education Infrastructure](#)

- 3.72 The construction phase text also applies here and in addition, a number of residents at the residents' exhibition day said that a nursery was needed. The opportunity for a nursery exists within the large Community Centre in Plot C.

[Access to Health Infrastructure](#)

- 3.73 There are 17 GP practices, and a further four GP branches associated with two of the 17 GP practices, within a 3km radius of the Site. Collectively, the 21 GP surgeries are operating over-capacity. However, 6 of the GP Practices demonstrate capacity to accommodate a further 16,638 patients. 29 Dental Practices have been identified which offer a range of NHS and Private patient places. Of the 10 dental practices for which data were available, five are accepting new patients on a fee paying (private) basis and two are accepting new NHS patients. The Development has been assessed as a worst case and likely to generate an additional population of up to 3,225 people, some of whom may already live within the local area and be registered already with existing GP Practices, however if not, there is capacity within existing GPs and therefore it is considered that there will be an overall negligible effect at a local level on primary healthcare as capacity within existing infrastructure has been established. However, the Applicant is happy to consider the provision of a new healthcare facility on site and a s106 legal obligation that would require a Healthcare Delivery Plan to be prepared and submitted.

Opportunities for Social Interaction

Access to the Site (Including Parking)

- 3.74 The majority of the existing vehicle access will be retained across the Site. A new primary access route will run north to south through the Site, connecting Cambridge Road to the north of the Site with Vincent Road to the south east of the Site. Other vehicle access points surrounding the Site, will include via Hampden Road to east of the Site, Bonner Hill Road to the south of the Site and Somerset Road to the west of the Site. Vehicle access will be available to each building plot within the Development.
- 3.75 Pedestrian and cycle access will be based on a north/south and east/west grid system which will provide direct linkages throughout the estate and connections to the surrounding network. Access would be from various points around the Site, including via Cambridge Road and Hawks Road to the north, Hampden Road to the east, Vincent Road, Bonner Hill Road, and Piper Road to the south and Rowlls Road and Somerset Road to the west.
- 3.76 Car parking will be provided throughout the Development, including on-street and within basement and podium parking within each individual building plot. The Development will provide a total of 868 car parking spaces, including 126 spaces as part of the detailed element of the Development and up to 742 as part of the outline element of the Development.
- 3.77 At least 3% of all car spaces provided in the Development will be for Blue Badge holders. 20% of all spaces will be active Electric Vehicle Charging Points (EVCP), and 80% of all spaces will have passive EVCP.
- 3.78 Up to 4,026 cycle spaces will be provided as part of the Development. Up to 3,958 cycle spaces will be provided for the residential use, including up to 3,902 long stay spaces and up to 56 short stay spaces. Up to 68 cycle spaces will be provided for the non-residential uses, including up to 12 long stay spaces and 56 short stay spaces.
- 3.79 A total of 887 cycle spaces will be provided for the detailed element of the Development. 835 cycle spaces will be provided for the residential use, including 821 long-term secure residential spaces and 14 short-term residential visitor spaces. 52 cycle spaces will be provided for the non residential use, including 8 long-term secure spaces and 44 short-term visitor spaces.

Impact on Feelings of Safety and Security

3.80 Feeling safe was one of the issues addressed during the planning application consultation process and as a result of that measures were subsequently incorporated into the design process including:

- Well-lit streets with clear sightlines
- Active streets for people to play and relax
- Homes overlooking plan areas and gardens
- Key fobs secure building entrances

3.81 The masterplan has been developed with due consideration to the principles of Secured by Design and the Designing Out Crime Officer (DOCO) and representatives of the local Police Safer Neighbourhoods team met with the design team on a number of occasions during the preparation of the application, providing comments on the proposals. Accordingly, the proposals have been designed in accordance with the following seven attributes of sustainable communities which are relevant to crime prevention:

a. Access and movement

Places with well-defined routes, spaces and entrances that provide for convenient movement without compromising security;

b. Structure

Places that are structured so that different uses do not cause conflict;

c. Surveillance

Places where all publicly accessible spaces are overlooked;

d. Ownership

Places that promote a sense of ownership, respect, territorial responsibility and community;

e. Physical protection

Places that include necessary, well-designed security features;

f. Activity

Places where the level of human activity is appropriate to the location and creates a reduced risk of crime and a sense of safety at all times; and

g. Management and maintenance

Places that are designed with management and maintenance in mind, to discourage crime in the present and the future.

3.82 The development therefore is not expected to result in adverse effects on any protected characteristic group.

Access to Employment Opportunities

Opportunities for Employment and Skills Development

- 3.83 The Development proposes a total of up to 2,935 sqm gross external area (GEA) of non-residential floorspace that has the potential to generate in the region of 38-64 jobs which is a positive effect as it provides an opportunity for local residents including those within protected characteristic groups. With regard to the Community Space (1,250 sqm), this is likely to generate low levels of additional employment (i.e. cleaning and maintenance staff), but these are not considered likely to generate much employment.
- 3.84 A Skills, Employment and Apprenticeship Plan will be implemented which will include commitments in respect of local employment targets and financial contributions to support a job brokerage scheme.
- 3.85 These measures will benefit people of working age (across several protected groups) directly and will benefit their dependents (including the young, the elderly and those with disabilities) as an indirect impact.

Housing

Access to Affordable Housing

- 3.86 Dwellings will be provided in a range of tenures, including affordable, shared equity and private market housing. In total, up to 867 affordable homes (Social Rent and Shared Equity) will be delivered as part of the Development. Of these 867 affordable homes, 180 will be delivered as part of the detailed element of the Development and 687 will be provided as part of the outline element of the Development.
- 3.87 In recognition of the difficulties some residents may face in repurchasing new properties on or off the estate at higher values, the Council has made available shared equity and shared ownership offers to all resident homeowners. Residents may take up this offer for purchases of properties anywhere in the UK up to the equivalent value of a new home on the Cambridge Road Estate.
- 3.88 Older residents are more likely to be under-occupying particularly if they have lived in their homes for some time and children have grown up and moved away. This means that assessed housing need for older people is more likely to be smaller than the size of their current home.

For some, the option to downsize is welcome in terms of lower rent and a smaller property to manage. However, for others, there will be concerns about the loss of space for visiting relatives or carers. All residents who are currently under-occupying will be offered their household's housing need plus 1 bedroom in recognition of this. Older residents who wish to move into sheltered accommodation will be supported to do this where this is their preference, and these moves can be made as soon as necessary regardless of the phase their property is in. In light of the housing need assessments, designated moving support officer and opportunities to be provided for residents, particularly elderly residents, no effects are expected.

Health Impacts – Mental Well-Being and Physical Health

- 3.89 The Development will include the provision of a series of footpaths and cycleways to improve linkages for pedestrians and cyclists through the Site. In addition, the Development will include improved and enhanced cycle parking facilities. The improved cycle access connections and cycle parking spaces would have wider human health benefits, increasing the numbers cyclists in the area and ensuring safe cycling.
- 3.90 As well as green space provision and improved access and linkages for pedestrians and cycles using the Development, the provision of new residential dwellings and community facilities as part of the Development would also have beneficial effects on wider human health, improving the health profile of the area. The existing, outdated, housing on the Site will be replaced by new energy efficient dwellings, with the Development targeting a 35% reduction in regulated CO2 emissions.
- 3.91 The Development will enhance the opportunities already existing on the Site and improve the physical environment. Through the provision of open space areas on the Site, this will make it more of an attractive area for the surrounding communities to use and improve the quality of life for the existing and new residents. It will positively contribute to the health of the residents within the Development and the surrounding area.
- 3.92 In addition, a number of residents, during planning application consultation exercises, raised the desire to access on-site facilities that promote health such as an affordable gym or healthy eating through growing vegetables on site. A community growing space and outdoor fitness equipment are proposed both as long-term solutions within the masterplan, and also to be delivered in temporary settings early on as construction progresses.
- 3.93 The proposals are expected to enhance health and mental well-being of all residents of the CRE, a positive effect.

3.94 The table below provide a summary of the assessment effects.

Table 17: Summary of Effects

Development Effect	Description	Potential Type of effect /Protected groups
Temporary Effects		
Access to Open space	All residents on the CRE will have access to open spaces. Most Phase 1 residents will be rehoused on the CRE but for those that are temporarily rehoused elsewhere within the Borough it is possible that they may have limited access to open space depending on where they are temporarily housed.	No effect for most residents but potential adverse effect for those rehoused off the CRE including families with young children, residents with mobility issues and the elderly
Access to Play Space	All residents remaining on the CRE will have access to appropriate play spaces. Most of the Phase 1 residents will be rehoused on the CRE but for those that are temporarily rehoused elsewhere within the Borough it is possible that they may have limited access to play space depending on where they are temporarily housed.	No effect for most residents but potential adverse effect particularly for residents with young families.
Impact on Community Cohesion	The redevelopment process will inevitably result in some disruption to community cohesion however with the planned continual discussion and liaison during the construction phase.	Proposed mitigation will help to minimise adverse effects on all protected characteristic groups.
Access to and through CRE	During the construction works, access will be limited during the phases being constructed however at all times the available road and pedestrian accesses will be well lit and of suitable surface quality.	No substantial effects on any protected characteristic groups are anticipated.
Access to Education Infrastructure	For those children in phases 2-5 there should be no effects on access to education facilities. For those families in Phase 1 that need to be temporarily housed off the CRE there may be difficulties with accessing education.	An adverse effect on families with young children.
Access to Leisure Facilities	As with access to education and health infrastructure, for those families in Phase 1 that need to be temporarily housed off the CRE there may be difficulties with accessing leisure facilities.	An adverse effect may be experienced by residents temporarily rehomed off the CRE, especially those with mobility issues, families with young children, the elderly.
Access to Health Infrastructure	Any changes to the ability to access health care may affect families with young children, those with disabilities and mobility issues, and the elderly	Residents of Phase 1 who are temporarily rehomed off the CRE may have potential for temporary adverse effects.
Impact of Construction Noise	The effects of construction noise may feel disruptive at times however, it will be controlled through the use of conditions tied to the planning consent.	Overall effects are not expected to be adverse. Where any effects do occur these could affect elderly and disabled residents who are more likely to be housebound or at home a lot of the time.
Construction Traffic Air Quality Impacts	The effects of construction dust may feel disruptive at times however, construction will be controlled through the use of conditions tied to the planning consent.	Potential air quality impacts associated with construction phase road vehicle exhaust emissions are predicted to be not significant

Development Effect	Description	Potential Type of effect /Protected groups
		according to the Environmental Statement.
Temporary changes in Daylight and Sunlight	The likely effects in relation to the daylight, sunlight and overshadowing for the surrounding properties and amenity areas would vary throughout the demolition and construction works, depending on the level of obstruction caused	is considered that the completed Development represents the worst-case assessment in terms of likely daylight, sunlight and overshadowing effects. The overall effect in terms of daylight, sunlight and overshadowing would range from being temporary, beneficial effects during demolition, gradually changing to negligible with some major adverse, once the Development is complete.
Feelings of Safety and Security during Construction	Well lit active streets will be maintained in public areas during the construction process.	There would not be expected to be any effects on any protected characteristic groups.
Access to Employment and Skills Development	Residents that are relocated from the CRE as a result of the redevelopment will be supported by a moving support officer and will have a housing needs assessment where access to employment and skills development opportunities will be taken into account such that no residents should be detrimentally affected.	There would not be expected to be any effects on any protected characteristic groups.
Opportunities for Employment on-site	The ground floor of Building C3 in the first phase has more than 225sqm of workspace facing onto the gardens in Madingley Gardens, and more space will be delivered in later phases if demand exists, which will result in a positive effect. A Skills, Employment and Apprenticeship Plan forms a commitment in the Section 106 to be agreed as part of the planning consent.	No effects anticipated.
Disruption Due to Changes in Housing Arrangements	Residents in Phase 1 face potential increased disruption to their lives and some may require temporary accommodation before they can move to their new home (disruption as identified above in terms of access to health, education, leisure facilities).	Overall, the disruption has the potential for adverse effects on some protected characteristic groups (the elderly, those with mobility issues, families with young children) and all steps as set out in this EqIA and the EqIA for the Rehousing Policy, will be taken to minimise effects
Health Impacts – Mental Well-Being and Physical Health	During the construction works, access will be limited during the open spaces and access routes in the phases being constructed, however at all times road and pedestrian access will be available as will open and play space, all of which will be appropriate lit and comprising suitable surfaces.	No effects on any protected characteristic groups are anticipated.
Permanent Effects		
Access to open space	The Development will result in a marked improvement in quality of the proposed built environment and a dramatic improvement on the existing Estate.	It is not anticipated that any protected characteristic groups would be adversely affected.
Access or Play Space	On completion of the proposals a suite of play spaces for all age groups will be provided across the development either at podium or ground level which will be accessible by all.	It is not anticipated that any protected characteristic groups would be adversely affected.

Development Effect	Description	Potential Type of effect /Protected groups
Impact on Community Cohesion	The Development includes the provision of new community space which will benefit community cohesion.	No protected characteristic groups are expected to be disadvantaged.
Access to and through the Site	The whole site is designed to be accessible on foot or in a wheelchair or mobility scooter. The site levels strategy creates a highly accessible site for ambulant and mobility impaired pedestrians. Tactile paving will be provided to aid movement for the visually impaired. The site will be well linked to the rest of the borough as linking the estate through reinstating traditional streets is one of the aims of the regeneration project.	This will be of benefit to all protected groups
Access to Education Infrastructure	The construction phase text also applies here and in addition, a number of residents at the residents' exhibition day said that a nursery was needed. The opportunity for a nursery exists within the large Community Centre in Plot C.	No adverse effects anticipated.
Access to Health Infrastructure	The Development has been assessed as likely to generate an additional population of up to 3,225 people, some of whom may already live within the local area and be registered already with existing GP Practices, however if not, there is capacity within existing GPs.	It is considered that there will be an overall negligible effect at a local level on primary healthcare as capacity within existing infrastructure has been established
Access to the Site (including parking)	The majority of the existing vehicle access will be retained across the Site. A new primary access route will run north to south through the Site, connecting Cambridge Road to the north of the Site with Vincent Road to the south east of the Site. Pedestrian and cycle access will be based on a north/south and east/west grid system grid system which will provide direct linkages throughout the estate and connections to the surrounding network. Access would be from various points around the Site. Car parking will be provided throughout the Development, including on-street and within basement and podium parking within each individual building plot	The development is not expected to result in adverse effects on any protected characteristic group.
Impact on Feelings of Safety and Security	The masterplan has been developed with due consideration to the principles of Secured by Design and the Designing Out Crime Officer.	The development is not expected to result in adverse effects on any protected characteristic group.
Opportunities for Employment on Site	The Development has the potential to generate in the region of 38-64 jobs	The proposed job creation is a positive effect as it provides an opportunity for local residents including those within protected characteristic groups.
Access to Affordable Housing	Dwellings will be provided in a range of tenures, including affordable, shared ownership and private market housing. In total, up to 867 affordable homes (Social Rent and Shared Ownership) will be delivered as part of the Development. Of these 867 affordable homes, 180 will be	In light of the housing need assessments, designated moving support officer and opportunities to be provided for residents, particularly elderly residents, no effects are expected.

Development Effect	Description	Potential Type of effect /Protected groups
	delivered as part of the detailed element of the Development and 687 will be provided as part of the outline element of the Development.	
Health Impacts – Mental Well-Being and Physical Health	The Development will include the provision of a series of footpaths and cycleways to improve linkages for pedestrians and cyclists through the Site. As well as green space provision and improved access and linkages for pedestrians and cycles using the Development, the provision of new residential dwellings and community facilities as part of the Development would also have beneficial effects on wider human health, improving the health profile of the area. The existing, outdated, housing on the Site will be replaced by new energy efficient dwellings. A community growing space and outdoor fitness equipment are proposed both as long-term solutions within the masterplan, and also to be delivered in temporary settings early on as construction progresses.	The proposals are expected to enhance health and mental well-being of all residents of the CRE, a positive effect

3.3) Are there any cumulative impacts?

- 3.95 Yes. The Environmental Statement submitted in support of the planning application assesses cumulative effects with the following cumulative schemes, as agreed with RBKuT during formal scoping of the EIA process.

Table 18: Cumulative Effects

Scheme Name and Reference Number	Description	Planning Status	Direction and distance from the Site
65 Hampden Road, Kingston Upon Thames (Reference: 19/00020/FUL)	Demolition of existing industrial buildings and erection of replacement residential accommodation containing 79 flats, comprising of 1, 2, 3 and 4 bedroom units, a Police Office, Use Class B1 (a), residents work hub incorporating 47 car parking spaces, 184 private cycle parking spaces and 6 public cycle spaces and refuse, recycling and plant stores, a private and communal amenity spaces, play space and hard/soft landscaping (revisions submitted to show detailed design amendments).	Approved	Approximately 150m south of the Site.
Site at Eden Walk Shopping Centre Eden Walk Kingston Upon Thames (Reference: 15/13063/FUL)	The demolition and redevelopment of Eden Walk Shopping Centre, including Millennium House and Neville House to provide a mixed use development consisting of retail units and kiosks (Use Classes A1-A5), leisure including a cinema (Use Class D2), media screens,	Approved	Approximately 700m west of the Site.

Scheme Name and Reference Number	Description	Planning Status	Direction and distance from the Site
	offices (Use Class B1a) and residential (Use Class C3); plant (including CHP); public and residential car parking; formation of new access for residential basement car parking, refurbishment of the existing multi-storey car park including new access ramp, extension of basement; public realm works including pedestrian routes and public spaces, improvements to Memorial Gardens, and associated works. Listed Building Consent for the relocation of the War Memorial to a location in Memorial Gardens, and for works abutting the United Reformed Church.		
Canbury Place Car Park 12-52 Kingsgate Road, 13-43 Richmond Road Kingston Upon Thames (Reference: 19/02323/FUL)	Hybrid application for up to 445 no. residential dwellings comprising: Detailed application for Canbury Place car park and 12-52 Kingsgate Road for the demolition of the existing buildings and the erection of two buildings to provide 372 no. residential apartments (use class C3), 1,738 sqm office space (use class B1a), 734 sqm nursery/offices (flexible use class D1/B1a) and 696 sqm gym/offices (flexible use class D2/B1a) with associated access, parking and landscaping arrangements, including the stopping up (closure) of Kingsgate Road.	Pending Consideration	Approximately 800m northwest of the Site.
229 – 255 Kingston Road, New Malden, (Reference: 19/01228/FUL)	Redevelopment of the site to provide 297 residential units in buildings ranging from 4 to 7 storeys, with 216sqm commercial space (A1, A2, A3, A4, B1 and D1) at ground floor, 124 car parking spaces (including car club and accessible provision); communal landscaped amenity areas, secure cycle parking and other associated development.	Pending Consideration	Approximately 800m south east of the Site.
Development Site at Post Office Ashdown Road, Kingston Upon Thames (Reference: 14/13247/FUL)	Erection of new buildings of 4 to 16 storeys in height and part demolition, alterations and change of use of Former Post Office and Former Telephone Exchange listed buildings to provide 2,141 sqm of retail/ cafe/ restaurant uses (A1-A5 use) and 638 sqm of flexible floorspace to be used for either retail/café/restaurant uses (A1-A5) or Office (B1), 931 sqm of Office (B1) floorspace and 253 sqm of community/leisure (D1/D2 use) and 319 residential units. 132 car parking spaces proposed with access from Ashdown Road and 610 cycle parking spaces.	Approved	Approximately 900m west of the Site.

3.96 Adverse cumulative effects were found to be:

- Effects on townscape character and visual receptors during construction of the Development; and

- Some daylight and sunlight effects to surrounding residential properties during construction and operation and overshadowing effects to surrounding areas of amenity during operation.
- 3.97 Whilst all local residents may experience such effects, people with visual impairment living in properties with reduced daylight and sunlight may be more affected than others.
- 3.98 Chapter 5 of the ES describes the indicative construction methodology and phasing. It summarises proposals for traffic management. Construction vehicles will access the Site using the main arterial roads, most notably the A2043 Cambridge Road, as far as possible to minimise the impacts on the local road network. If abnormal or oversized loads are required to deliver materials to the Site, notice will be given to RBKuT, depending on the routing, and also the Police, the Fire Brigade, and other emergency services, sufficiently in advance of the required closure or diversion dates. Should any hazardous materials arise during the course of the works, these materials will be transported to a licensed disposal site using permitted routes as identified in the Construction Traffic Management Plan. All vehicle unloading will take place within the Site and will not affect public highways or adjacent occupiers.
- 3.99 Effects of traffic disturbance, construction noise, vibration and dust were not found to be significant with mitigation measures implemented through the Construction Environmental Management Plan. However, should construction phases of the above schemes coincide then it is possible that some protected groups such as the elderly, the young and those with health conditions including respiratory illnesses may be affected disproportionately. Those with disabilities, such as Blue Badge holders may also be disproportionately affected by highway disturbance, traffic accessing the site combined with other developments under construction in the local area.
- 3.100 The Applicant will continue to engage with RBKuT, residents of the estate and local community to plan for construction in a coordinated and considered manner and, where appropriate, liaise with other construction works in close proximity to the site to ensure that there are open channels of communication should issues during construction arise.

3.4) Is there any evidence or concern that direct or indirect discrimination may occur?

- 3.101 Every effort has been taken by the Applicant and RBKuT to ensure that the redevelopment proposals do not result in direct or indirect discrimination. Extensive information on the residents on the currently living on the Site has been gathered. Consultation with the residents

and residents steering group took place before submission of the planning application and will continue to take place through the redevelopment. This EqIA has looked at the characteristics of the residents both on the whole development and the detailed first phase. The EqIA has looked at all aspects of the proposed development and sought to identify the potential for effects on the residents from the proposals. Further, the Rehousing Strategy and Local Lettings Plan apply to households currently living on the CRE who are secure Council tenants assured tenants of a registered social landlord, households placed by the Council in temporary accommodation or resident.

3.102 Leaseholders and freeholders (who need temporary decant accommodation) will be provided information on the procedure to be followed before each phase of regeneration. This will ensure that rehousing is focused on the needs of individual residents and is bespoke to each household. The Local Lettings Plan, which is supported by an EqIA at Annex 2 includes details such as:

- How the regeneration team will source an adequate supply of and suitable housing where needed for temporary moves
- How housing need will determine the mix of new homes built
- A summary of the stages of the rehousing process by tenure
- How the team will assess housing need
- Support for moving and financial compensation
- The appeals process and how to get additional support and information.

3.103 Measures to mitigate potentially adverse effects were identified during the development of the decant policies and Landlord Offer. The EqIA identified 18 further actions to mitigate against potential differences in outcome. Mitigation measures proposed include: tailored support to residents through the moving process including a housing support officer for all residents, mental health first aid training to be offered to those living on CRE, provision of a Construction Environmental Management Plan including Dust Management Plan to be secured through planning conditions (building on the plan submitted as Appendix 5.1 of the Environmental Statement), and landscaping proposals including an Ecological Management Plan.

STAGE 4: ACTIONS

4.1) What actions need to be taken as a result of this Equality Impact Assessment to address any detrimental impacts or meet previously unidentified need?

3.104 The Applicant will continue to engage with all relevant stakeholders and the local community to ensure that the Development is fit for purpose and meets the needs of the local community. This will include putting in place management plans as detailed in the submitted Environmental Statement and fulfilling actions described in the Rehousing Strategy and Local Lettings Plan to ensure minimal disproportionate impacts on protected and vulnerable groups. This is just a summary of the strategies and policies that include specific mitigations which address potential adverse effects, and further details can be found within the documents submitted as part of the planning application.

3.105 In addition, Construction Management Plans will be secured through planning conditions to the planning consent building on the plan submitted as Appendix 5.1 of the Environmental Statement. Obligations included in the s106 Heads of Terms include the Kingston Workmatch Jobs Brokerage (to help people find local jobs and training) and a Skills, Employment and Apprenticeship Plan. These will seek to increase opportunities for all and be prepared and implemented with the needs of protected groups in mind.

A Skills, Employment and Apprenticeship Plan will be implemented which will include commitments in respect of local employment targets and financial contributions to support a job brokerage scheme.

4.2) Summary

3.106 The aim of the Development is to regenerate an area of Kingston, to demolish existing buildings on site, in order to provide up to 2,170 residential units, and create a mixed-use, sustainable community which meets local housing and employment needs as well as providing up to 2,935sqm of non-residential floorspace. Equality has been considered throughout the project to date and will continue to be the focus of engagement with existing residents and local community. Whilst some adverse effects may be felt by some protected and vulnerable groups, as summarised above and in Appendix 3, the aim of the Development once complete is for a cohesive, high quality and inclusive community.

APPENDIX 1:
SITE LOCATION PLAN

APPENDIX 2:
SCHEME PLANS

REFERENCES

ⁱ <http://www.legislation.gov.uk/ukpga/2010/15/contents>

ⁱⁱ https://www.london.gov.uk/sites/default/files/the_london_plan_2016_jan_2017_fix.pdf

ⁱⁱⁱ <https://www.london.gov.uk/what-we-do/planning/implementing-london-plan/supplementary-planning-guidance/housing-supplementary>

^{iv} <https://www.london.gov.uk/sites/default/files/mayors-equality-diversity-inclusion-strategy.pdf>

^v

https://www.kingston.gov.uk/downloads/download/165/equality_and_community_cohesion_scheme

^{vi} https://www.kingston.gov.uk/info/200282/equalities/867/equality_impact_assessments

^{vii} https://www.london.gov.uk/sites/default/files/part_1_-_rbk_hz_bid_-_redacted.pdf

^{viii} https://moderngov.kingston.gov.uk/documents/s74329/1_0decant%20report.pdf

^{ix} <https://moderngov.kingston.gov.uk/ieDecisionDetails.aspx?Id=3815>

^x http://cambridgeroadestate.com/assets/pdf/CRE_RP_tenants_policy-updated_20.11.19.pdf

^{xi} Met.police.uk, June 2020

^{xii} There is an ongoing fluctuation of household profiles due to tenant moves on and off the CRE and changes in household composition. The tenancy data considered in this assessment represents a snapshot in time as at 05.06.20 and may be subject to future variation.

^{xiii} This is an estimate included in the September 2020 report to the RBKuT Response & Recovery Committee. These numbers will likely change over time